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## Office Memorandum • UNITED STATES GOVERNMENT

TO : C/Plans and Policy Staff/TR

DATE: 19 March 1958

FROM : C/Junior Officer Training Program/TR

SUBJECT: Report for the Killian Committee covering the  
Period 1 October 1957 - 31 March 1958

1. As of 1 April 1958, it is estimated that the following figures will apply to the state of the JOT Program:

Total on JOT Rolls

173

Military Officers aboard or in training

39

True Civilian Employees

134

(Note that included among the true civilian employees are 18 individuals who entered the Program after having been on board, i.e., the "internal" phase.)

2. Statistics of the recruitment processes during the period under review:

Tested	335
New files	301
Interviews	220
P-E Medicals	137

3. Permanent transfers to substantive components of the Agency have been effected for 28 external JOT's and 3 internal JOT's. Nine transfers are in process. There have been five resignations from the Program for various reasons.

4. Twenty-seven external JOT's have entered on duty. Seven internal JOT's have entered on duty.

5. Two Negroes are now in the Program, and one is expected to come on board within the next few weeks. ✓

6. JOT's who have entered the Air Force OCS Program have attained the following distinctions:

- a. Two have been named Distinguished Graduates. Two others have been candidates for Distinguished Graduate but declined consideration, mistakenly for security reasons.

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- b. Three have been Wing Adjutants, the second highest position attainable.
- c. One held the highest academic average in his class.
- d. One was named "Airman of the Month".

7. In the Army ROTC Program, a JOT graduated second in his class in the Basic School at Fort Benning.

8. Eighteen University Consultants, who act as spotters for JOT candidates in their institutions, were given the usual annual briefing on the Program. As a part of this briefing, they spent one night at [REDACTED], where they were given an extremely comprehensive briefing on the clandestine training offered. During the three-day period they were addressed by the DCI, DDCI, IG, DD/S, A-DD/S, DTR, D/Pers, and senior officers who discussed FI, CI, and PP activities.

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9. Innovations of significance have been:

- a. The covert recruitment of one JOT who will be covertly trained before being sent overseas.
- b. The initiation of a plan to recruit covertly and train covertly [REDACTED] a small group of JOT's who will then be assigned to the DD/P for operational purposes.
- c. All JOT candidates, upon completion of the security investigation, are brought to Washington at Government expense for a pre-employment polygraph, on the completion of which they are again briefed on the JOT Program and required to state whether or not they will accept employment when they are available.
- d. The development of appropriate cover for JOT's from the time they first indicate interest in employment with us. Details of the plan have not yet been completed.
- e. The request for recruitment of scientists at the top of the grade in the JOT Program, not yet fully approved.
- f. A strong increase in the requirements made of candidates: ✓

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- (1) Emphasis on competence in a foreign language. ✓
- (2) They must be willing to serve at a hardship post, if necessary, in the interest of the Agency, and if the assignment is appropriate to their career development. ✓
- (3) Women must have a Masters degree or work experience after taking the A.B. degree. The number of women is being reduced.

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10. A drastic change in the training program for JOT's is under consideration. The plan includes extension of the formal training by some thirteen weeks at Headquarters and eight weeks at [REDACTED] and the insistence on twenty weeks or more of intensive foreign language, all in a connected sequence of courses. ✓

11. Additions during this period to the intensive language-training programs include two men in Greek, one in Czech, one in Polish, three in German.

12. One man has been nominated for a one-year's course of study at the Council on Foreign Relations, at the special request of C/PP Staff.

13. Representatives of the JOT Program and of the Military Personnel Division/OPers continue to make periodic visits to Lackland Air Force Base to discuss the progress of JOT's in the OCS program and to confer with these men. This is a strong factor in developing morale in the group.

14. C/JOTP has been authorized to keep in touch with former JOT's who have left the Agency but who, in case of emergency, may be useful to us.

15. C/JOTP has nominated ten JOT's who possess sufficient fluency in Russian and Czech as possible interpreters in connection with the visits of delegations [REDACTED] on the cultural-exchange programs. ✓

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